

Hazing Prevention Policy

Introduction

Arkansas Tech University is dedicated to promoting a safe and healthy campus environment for students, faculty, staff, and visitors. Hazing activities are counterproductive to this effort. Therefore, Arkansas Tech University has a zero tolerance policy for the practice of hazing activities by any member of the university community.

Members of the university community involved in, encouraging, aiding, and/or assisting in hazing or hazing related activities are subject to disciplinary action and reporting of involvement to local police. Failure to report known hazing incidents to a university official or to local police may result in disciplinary action.

This policy applies to faculty, staff, students, Registered Student Organizations, official university groups, alumni, visitors, vendors, and invitees on campus.

I. Definitions

1. Hazing can generally be defined as any action or situation created by a member of the university community against another member of the university community that is negligent or reckless in nature, humiliating, degrading, endangers an individual, or unreasonably interferes with scholastic or employment activities. This action or situation may or may not be initiated for the sole purpose of affiliation or required as a condition or retention of membership into a group or organization. As defined in the Stop Campus Hazing Act of 2024, hazing is defined as any intentional, knowing, or reckless act committed against another person(s) regardless of their willingness to participate that (1) is committed in the course of initiation, affiliation, or maintenance of membership in a student organization; and (2) creates a risk of physical or psychological injury, such as exposure to the elements, consumption of food, alcohol, drugs, sexual acts, activities that put someone in reasonable fear of bodily harm, or engagement in criminal violations of local, state, tribal, or federal law. Actions and situations that may constitute hazing could include, but are not limited to, the following:
 - Requiring the consumption of alcohol or participation in drinking games or causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, other substances
 - Forcing others to sing, wear apparel which causes indecent exposure or would not be reasonable, or perform other embarrassing acts in public or private settings
 - Deprivation of sleep or food or the creation of unnecessary fatigue
 - Compelling someone to engage in or watch sexual acts with others
 - Requiring periods of silence
 - Conducting any type of "hell week" activities
 - Requiring the carrying of items such as manuals, paddles, etc.
 - Requiring calisthenics such as sit-ups, push-ups, etc.
 - Completing tasks in order to obtain signatures
 - Phone duty
 - Whipping, beating, striking, paddling, electronic shocking, placing a harmful substance on someone's body, or similar activity
 - Marking or branding
 - Physical and mental harassment, including pushing, cursing, or yelling
 - Staging any form of a "line-up"
 - Preventing or restricting class or other activity attendance
 - Preventing personal hygiene
 - Unreasonable exposure to the weather
 - Keeping the date of initiation or formal affiliation into the group a secret

- Work parties or clean-up for new members only
 - Scavenger or treasure hunts
 - Blindfolding
 - Personal servitude
 - Kidnapping or abandonment
 - Expectation of participation in activities that are illegal or in violation of university policy
 - Member auctions
 - Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct
2. Hazing may occur regardless of the individual's willingness to participate in the activity or be found present in a situation.
 3. Members of the university community include faculty, staff, students, Registered Student Organizations, official university groups, alumni, visitors, vendors, and invitees on campus.
 4. A Registered Student Organization is defined as individual students and student groups who meet the general requirements and have completed the registration procedures as outlined in the Student Handbook. Official university groups are defined as a number of persons who are associated with the university and each other, but who have not registered, or are not required to register as a Registered Student Organization, i.e. athletic teams, musical or theatrical ensembles, band, choir, cheerleaders, dance team, academic or administrative units, etc.

As defined in the Stop Campus Hazing Act of 2024, a student organization is an organization at an institution of higher education (such as a club, society, association, athletic team, club sports team, fraternity, sorority, band, or student government) where two or more members of the organization are students enrolled at the university, whether the organization is established or recognized by the institution.
 5. A university official for the purposes of reporting hazing activity includes the following:

Amy N. Pennington, AVP/Dean of Students, apennington@atu.edu, (479) 968-0407
Kevin Solomon, Dean of Student Engagement, ksolomon@atu.edu, (479) 968-0276
Abby Davis, Athletic Director, adavis@atu.edu, (479) 968-0345
Joshua McMillian, Chief of Public Safety, jmcmillian1@atu.edu, (479) 968-0222
 6. This policy applies to behavior that occurs on the university property. It may also apply to off-campus behavior if the activity is sponsored, conducted, authorized, or recognized by the university, a Registered Student Organization, or an official university group. For additional information regarding when a Registered Student Organization can generally be held responsible for violations of the Student Code of Conduct, please see Article III, Section B, 1 in the Student Handbook.

II. Policy

1. Hazing in any form is prohibited.
2. The following reasons are not valid defenses for hazing activities:
 - a. The express or implied consent of the individual was obtained;
 - b. The conduct or activity was not part of an official organizational or group event or was not otherwise sanctioned or approved by the organization or group; or
 - c. The conduct or activity was not a condition of membership or affiliation with the organization or group.
3. Any faculty, staff, or student of the university community with knowledge or suspicion of hazing is expected to report the activity to university officials or the local police. If there is a threat of immediate danger, call 911. Failure to report hazing activity could result in disciplinary action.

4. Retaliating in any manner against any individual who reports hazing or who participates in a hazing investigation is prohibited.
5. All members of the university community should cooperate in a hazing investigation upon request.
6. Allegations involving harassment (sexual misconduct) will also be forwarded to the Title IX Office for investigation.
7. The university may notify affiliated regional or national offices of Registered Student Organizations or official university groups of hazing allegations or investigations.
8. Responsibility for any violations of this policy may be attributed to the perpetrators, the Registered Student Organization, or the official university group.

III. Reporting

1. If there is a threat of immediate danger, call 911.
2. Complaints or reports of hazing activities should be reported to a university official or the local police. These university officials include the following:
 - a. **Amy N. Pennington**, AVP/Dean of Students, apennington@atu.edu, (479) 968-0407
 - b. **Kevin Solomon**, Dean of Student Engagement, ksolomon@atu.edu, (479) 968-0276
 - c. **Abby Davis**, Athletic Director, adavis@atu.edu, (479) 968-0345
 - d. **Joshua McMillian**, Chief of Public Safety, jmcmillian1@atu.edu, (479) 968-0222
3. Campus Security Authorities (CSAs) should report hazing incidents using the form that can be located at <https://www.atu.edu/psafe/crime-report-form.php>
4. Complaints may also be filed online at www.atu.edu/jerrycares/haz_help.php
5. Failure to report hazing activity could result in disciplinary action.
6. Making an intentionally false accusation of hazing is prohibited.

IV. Conduct

1. Violation of this policy may result in disciplinary action under the Student Code of Conduct, Human Resources policies and procedures, or other applicable university regulations or policies. Alumni and visitors refusing to comply may be reported to the Department of Public Safety.
2. Possible sanctions for individuals found responsible for violating this policy range from a warning to expulsion. Potential sanctions for Registered Student Organizations and official University groups range from censure to indefinite dismissal. Faculty and staff found responsible for violating this policy could be terminated from employment.
3. Violations of this policy are subject to referral to appropriate law enforcement as well as to regional and national affiliated offices for action and/or prosecution.
4. Any questions concerning the interpretation or application of this policy should be referred to Amy N. Pennington, AVP/Dean of Students.

V. Arkansas Law, § 6-5-201 and § 6-5-204

Arkansas law prohibits hazing. Guidelines provided in this statute are enforced in this policy.

1. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others which is directed against any other student and done for the purpose of intimidating the student attacked by threatening him or her with social or other ostracism or of submitting such student to ignominy, shame, or disgrace among his or her fellow students, and acts calculated to produce such results;
2. The playing of abusive or truculent tricks on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others, upon another student to frighten or scare him or her;

3. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others which is directed against any other student done for the purpose of humbling the pride, stifling the ambition, or impairing the courage of the student attacked or to discourage him or her from remaining in that school, college, university, or other educational institution, or reasonably to cause him or her to leave the institution rather than submit to such acts; or
4. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim; or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution; or any assault upon any such student made for the purpose of committing any of the acts, or producing any of the results, to such student as defined in this section.
5. The term "hazing" as defined in this section does not include customary athletic events or similar contests or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization.

VI. Campus Hazing Transparency Report

In compliance with the Stop Campus Hazing Act, effective July 1, 2025, a Campus Hazing Transparency Report will be created to summarize the incidents associated with any Registered Student Organizations found to be in violation of the Hazing Prevention Policy. This report will not include allegations only. In the event of a responsible finding for hazing, the information will be posted publicly on the University website. The public report will be updated twice a year if needed. The report will include the following:

- The name of Registered Student Organization;
- General description of the hazing violation, including whether it involved the use of drugs or alcohol;
- Findings of the University about the violation and if sanctions were placed on the Registered Student Organization; and
- Dates for when the incident occurred, when the investigation was initiated, when the finding of responsibility of the hazing violation occurred, and when the University notified the Registered Student Organization of the finding.

VII. Prevention Program on Hazing

As part of our commitment to an educational environment free from hazing, the University coordinates campus-wide awareness and prevention programming throughout each academic year designed to reach students, faculty, and staff. Collaborative efforts in Student Affairs enables the University to offer training intended to stop hazing before it occurs, including bystander intervention, information about ethical leadership, and promotion of strategies for building group cohesion without hazing. Examples of educational outreach and training programs related to hazing awareness and prevention include:

- Hazing prevention training during New Student Orientation and New Employee Orientation;
- Registered Student Organizations complete mandatory annual online hazing prevention training, a course designed to increase awareness of hazing, bystander intervention skills, and help students know where to go for help; and

- The Jerry Cares campaign in the Division of Student Affairs which raises awareness of a variety of safety initiatives, including hazing prevention.